

## Legislation Details (With Text)

**File #:** BILL NO. 16-218  
**Name:**  
**Type:** Ordinance  
**Status:** Passed  
**File created:** 9/25/2016  
**In control:** City Council - Regular Session  
**On agenda:** 10/13/2016  
**Final action:** 10/13/2016  
**Title:** AN ORDINANCE APPROVING AMENDMENT NO. 5 TO THE BUDGET FOR THE FISCAL YEAR ENDING JUNE 30, 2017 AS ADOPTED BY ORDINANCE NO. 7894 BY REVISING THE AUTHORIZED PAY AND CLASSIFICATION PLAN AND AUTHORIZED ALLOCATION OF FULL TIME EQUIVALENTS FOR CERTAIN POSITIONS AND THE AUTHORIZED BUDGET EXPENDITURES OF THE CITY OF LEE'S SUMMIT, MISSOURI.

**Sponsors:** Law

**Indexes:**

**Code sections:**

**Attachments:** 1. Ordinance, 2. FY17 Pay Plan Draft v3 (Amendment 5).pdf, 3. FY17 Budget Amendment 5 - Law.pdf

Date	Ver.	Action By	Action	Result
10/13/2016	1	City Council - Regular Session	adopted and numbered	Pass
10/3/2016	1	Finance and Budget Committee	recommended for approval	Pass

AN ORDINANCE APPROVING AMENDMENT NO. 5 TO THE BUDGET FOR THE FISCAL YEAR ENDING JUNE 30, 2017 AS ADOPTED BY ORDINANCE NO. 7894 BY REVISING THE AUTHORIZED PAY AND CLASSIFICATION PLAN AND AUTHORIZED ALLOCATION OF FULL TIME EQUIVALENTS FOR CERTAIN POSITIONS AND THE AUTHORIZED BUDGET EXPENDITURES OF THE CITY OF LEE'S SUMMIT, MISSOURI.

Issue/Request:

AN ORDINANCE APPROVING AMENDMENT NO. 5 TO THE BUDGET FOR THE FISCAL YEAR ENDING JUNE 30, 2017 AS ADOPTED BY ORDINANCE NO. 7894 BY REVISING THE AUTHORIZED PAY AND CLASSIFICATION PLAN AND AUTHORIZED ALLOCATION OF FULL TIME EQUIVALENTS FOR CERTAIN POSITIONS AND THE AUTHORIZED BUDGET EXPENDITURES OF THE CITY OF LEE'S SUMMIT, MISSOURI.

Key Issues:

- Chief of Litigation position was vacated in August 2016.
- Interviews to fill vacant position held in September 2016.
- Results of interviews and internal analysis of needs of the department and the organization prompted re-organization to consist of the following:
  - Split of current FTE for Chief of Litigation position into two (2) 0.50 FTEs, with the Chief of Litigation position remaining in the pay plan as 0.50 FTE.
  - Creation of a new position to utilize the remaining 0.50 FTE, titled Chief Counsel of Infrastructure and Planning, resulting in no FTE increase or financial impact.
  - Re-distribution of additional job duties to current Chief Counsel of Management and Operations, and

re-titling of position to Chief Counsel of Management and Operations/Deputy City Attorney, resulting in no FTE increase or financial impact.

Proposed Committee Motion:

I move to recommend to City Council AN ORDINANCE APPROVING AMENDMENT NO. 5 TO THE BUDGET FOR THE FISCAL YEAR ENDING JUNE 30, 2017 AS ADOPTED BY ORDINANCE NO. 7894 BY REVISING THE AUTHORIZED PAY AND CLASSIFICATION PLAN AND AUTHORIZED ALLOCATION OF FULL TIME EQUIVALENTS FOR CERTAIN POSITIONS AND THE AUTHORIZED BUDGET EXPENDITURES OF THE CITY OF LEE'S SUMMIT, MISSOURI.

Background:

The Law Department experienced the departure of the Chief of Litigation in August 2016. The position, which served as the primary litigation counsel for the City as well as primary counsel for the Public Works department, among other duties, was posted immediately. Interviews of several candidates were held in September 2016.

Contemporaneous to the interview process, an analysis of the needs and objectives of the Department was revisited. When reviewing the workload of the position when performing at optimal/intended output, it was determined that there is a need and objective of dedicating talent and resources exclusively to litigation related matters, and that continuing to bring and keep litigation matters in-house will result in further financial savings to the City overall. Additionally, it was determined that assigning tasks related to the Public Works Department, including condemnation/eminent domain, as well as the Planning and Codes Department would result in further efficiencies, as these departments have frequent interactions at both the operational and legal level.

In reviewing these findings, it was determined that an individual most qualified to provide services related to litigation may not be as uniquely qualified to provide the remaining services needed with respect to the Public Works and Planning and Codes Department. However, it was also determined that the volume of work for these needs individually did not warrant the creation of any additional FTEs.

The Law Department proposes that the current FTE allocated to the Chief of Litigation position be split, and a new job position be created, with the FTE to be re-allocated and titled as follows:

- |   |  |
|---|--|
| -Chief of Litigation:                       | 0.50 FTE (Part-Time position 20-29 hours per week) |
| -Chief Counsel of Infrastructure & Planning | 0.50 FTE (Part-Time position 20-29 hours per week) |

There will be no additional financial impact to the Law Department budget as a result of these changes.

The proposed re-organization as noted above will also include the addition of job duties and restructuring of the Chief Counsel of Management & Operations position. As a result of this, it is proposed that the title also be changed to Chief Counsel of Management & Operations/Deputy City Attorney. There is no financial impact associated with this job title modification, and is included in this packet solely for the purpose of being included as a change in title to the Pay Plan.

Impact/Analysis:

No budgetary impact.

Timeline:

Other Information/Unique Characteristics:

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Presenter: Brian W. Head, City Attorney

Recommendation: Staff recommends approval of AN ORDINANCE APPROVING AMENDMENT NO. 5 TO THE BUDGET FOR THE FISCAL YEAR ENDING JUNE 30, 2017 AS ADOPTED BY ORDINANCE NO. 7894 BY REVISING THE AUTHORIZED PAY AND CLASSIFICATION PLAN AND AUTHORIZED ALLOCATION OF FULL TIME EQUIVALENTS FOR CERTAIN POSITIONS AND THE AUTHORIZED BUDGET EXPENDITURES OF THE CITY OF LEE'S SUMMIT, MISSOURI.

Committee Recommendation: [Enter Committee Recommendation text Here]